R E P O R T R E S U M E S

ED 016 796 VT 002 877

IOWA STATE MANPOWER DEVELOPMENT COUNCIL. TWELFTH PROGRESS REPORT, MARCH 1, APRIL 30, 1967.

IOWA STATE MANPOWER DEVELOPMENT COUNC., DES MOINES
OFFICE OF MANPOWER POLICY, EVALUATION AND RES. (DOL

PUB DATE 67

EDRS PRICE MF-$0.25 HC-$1.08 25P.

DESCRIPTORS- *MANPOWER DEVELOPMENT, MINORITY GROUPS, *STATE PROGRAMS, *ON THE JOB TRAINING, *VOCATIONAL EDUCATION, PROGRAM DESCRIPTIONS, BRICKLAYERS, PROGRAM DEVELOPMENT, LABOR UNIONS, RURAL AREAS, IOWA,

THE COUNCIL NEGOTIATED SEVERAL ON-THE-JOB TRAINING SUBCONTRACTS FOR PLACEMENTS, INITIATED 4 COUPLED ON-THE-JOB TRAINING-VOCATIONAL EDUCATION PROGRAMS, ACQUIRED ADDITIONAL FUNDS TO ENLARGE BOTH PROJECTS, AND WAS INVOLVED IN A CONTROVERSY OVER THE TRAINING OF BRICKLAYERS UNDER A MANPOWER DEVELOPMENT TRAINING ACT-APPROVED PROGRAM. REPRODUCTIONS OF PRESS CLIPPINGS CONCERNING THE TRAINING CONTROVERSY ARE INCLUDED. PLANS FOR A SUMMER YOUTH EXCHANGE PROGRAM BETWEEN IOWA AND YUCATAN, MEXICO WERE INITIATED. THE COUNCIL (1) COOPERATED IN A STUDY OF SCHOOL DROPOUTS, (2) BEGAN COORDINATING LOCAL, STATE, AND FEDERAL COUNTERPART PROGRAMS IN THE COMPREHENSIVE AREA MANPOWER PLANNING SYSTEM, (3) INITIATED OPERATION OF THE MOBILE MANPOWER INFORMATION CENTER, (4) ORGANIZED A COUNTY CAREER DEVELOPMENT PROJECT AND A PROGRAM TO DISCOVER TRAINING AND OTHER SOCIAL SERVICE NEEDS OF PERSONS IN A FOUR-COUNTY AREA, (5) ASSISTED GROUPS AND INDIVIDUALS WITH CONSULTATION AND TECHNICAL ADVICE, AND (6) DISSEMINATED INFORMATION THROUGH SPEECHES AND PUBLICATIONS SUCH AS REPORTS OF STUDIES AND THE MONTHLY "MANPOWER NEWS." IT WAS CONCLUDED THAT THE COUNCIL HAS MOVED CLOSER TO ACHIEVING A HIGH LEVEL OF COORDINATION IN THE MANPOWER AREAS WITH THE COMING MERGER WITH THE OFFICE OF ECONOMIC OPPORTUNITY, AND THAT ON-THE-JOB TRAINING PROJECTS ARE PROGRESSING SATISFACTORILY IN SERVING RURAL AREAS AND MINORITY GROUPS AND SHOULD NOW BE LOCATED WITHIN THE STATE BUREAU OF LABOR. A BILL PROPOSING SUCH LEGISLATION IS BEING CONSIDERED IN THE LEGISLATURE. (WB)

MAY 18 1967

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

ED016796

IOWA STATE
MANPOWER
DEVELOPMENT COUNCIL

500 EAST LOCUST STREET
DES MOINES, IOWA 50319
TELEPHONE 515 / 281-5965

JOHN M. ROPES, DIRECTOR

Twelfth Progress Report
March 1, April 30
1967

UNITED STATES DEPARTMENT OF LABOR

OFFICE OF MANPOWER POLICY,
EVALUATION, AND RESEARCH
Washington 25, D.C.

VT002877

PROGRESS REPORT

Name of Project: Iowa State Manpower Development Council

Contract Number: 82-14-65

Period Covered by Report: March 1 to April 30, 1967

Outline		Page
I.	Summary	1
II.	General Administration	2
	A. Office Space and Equipment	2
	B. Staff Changes	3
	C. Finance and Management	4
III.	Project Activities During March - April 1967	5
IV.	Summary of Projects and Current Status	20
V.	Director's Evaluation of Current Developments	21

I. SUMMARY

The outstanding event for the Manpower Development Council during March and April was the announcement by Iowa Governor Harold E. Hughes of the coming merger of the Council and the state Office of Economic Opportunity. The new, joint organization will be headed by Council Director John Ropes. Purpose of the merger is to streamline government activities and avoid duplication of facilities in the manpower field.

During the reporting period, the Council, operating under its prime On-the-Job Training contract, negotiated a number of placements, began operation of several coupled OJT-vocational education programs, and received additional monies to enlarge both of these projects.

Council members also initiated plans for a special youth exchange program for this summer to operate in Iowa and Yucatan, Mexico.

II. GENERAL ADMINISTRATION

A. Office Space and Equipment

A new "Combo" punch binder machine was purchased to aid in the preparation of the Manpower Development Council's printed and typed materials.

II. GENERAL ADMINISTRATION (cont.)

B. Staff Changes

Arthur C. Johnson joined the Iowa Manpower Development Council on March 16, 1967, as a Manpower Information Specialist. He will be in charge of operating the Mobile Information Center which will travel around the state, disseminating information on manpower programs of all types. Mr. Johnson, a native of Davenport, Iowa, has spent the past several years associated with the Cook County, Illinois, Public Welfare Department. Also starting with the Council was Mrs. Donna Billing. She began her clerical duties April 24th.

Leaving the staff on March 3rd were Manpower Trainees Perseus Mubuta and Shem Watuma, both of Kenya, Africa. Both returned to their academic studies at Iowa State University, Ames. Miss Ramona Strohl, a temporary clerk, left the Council on March 15th, when the duties to which she was assigned were completed.

Mrs. Mary Louise Filk, hired in January as a Manpower Aide, has been promoted to Manpower Specialist for Program Coordination.

II. GENERAL ADMINISTRATION (cont.)

C. Finance and Management

Expenditures are running nearly as anticipated in relation to original budget estimates, and to date (April 30) total: $424,506.90. The period expenditures have been:

June 18 to August 31, 1965	$ 3,634.24
September, 1965	10,243.36
October, 1965	16,450.87
November, 1965	17,163.97
December, 1965	23,590.25
January, 1966	19,136.14
February, 1966	18,178.67
March, 1966	27,535.43
April, 1966	23,080.11
May, 1966	24,036.12
June, 1966	23,409.08
July, 1966	22,939.25
August, 1966	22,301.01
September, 1966	21,580.95
October, 1966	22,168.31
November, 1966	23,478.92
December, 1966	14,774.74
January, 1967	21,920.84
February, 1967	22,536.68
March, 1967	24,285.25
April, 1967	21,987.71
TOTAL	$ 424,506.90

III. PROJECT ACTIVITIES

The Iowa State Manpower Development Council has taken into its operation the state Office of Economic Opportunity at the direction of Governor Harold E. Hughes.

In announcing the merger of the two offices, now headed by Council Director John M. Ropes, the Governor said it was in line with his overall plan of streamlining the state government. Governor Hughes said he felt the move would result in greater efficiency and economy, and avoid duplication of effort. The activities of the two offices can now be called truly coordinated.

John Mackey, former director of O. E. O. has been appointed Director of the Iowa Comprehensive Alcoholism Project, an O. E. O.-funded program which was initiated partially through the efforts of the Council's staff.

In commenting on the unique merger of these two offices, Mr. Ropes said he also intends to provide for a higher level of liaison and coordination between the Council and the State Office for Planning and Programming, another arm of the Governor's Executive Office funded under Sec. 701, Housing and Urban Development Act. State OPP is involved in developing a Comprehensive State Plan.

The On-The-Job Training program, under the direction of Jack N. Weideman, was engaged in a number of diverse activities during the reporting period. These included successfully negotiating a number of subcontracts for straight OJT placements, initiating the operation of four coupled OJT-vocational education

III. PROJECT ACTIVITIES (cont.)

programs, approval of additional funds under an amendment of the OJT prime contract, and a widely-reported controversy over the training of bricklayers under an MDTA-approved program.

Details of the confrontation between the Manpower Development Council and the union Joint Apprenticeship Committees are spelled out at the end of this section.

As of April 15, 1967, 105 subcontracts for straight OJT programs, enabling the placement of 178 trainees, had been written and training was underway.

At present, four of the eight proposed coupled OJT-vocational education programs (Prime Contract No. 17-7-3003-000) was operative. Fifty youths have entered the institutional phase of training in Farm Equipment Mechanics, Alteration Tailoring, Job Printing and Bricklaying. A fifth program for training meat-cutters is scheduled to start May 15th. The other three programs suggested in the original contract proposal (two nurses' aide programs, one small machine mechanics program) are being re-evaluated.

These coupled projects have been developed in cooperation with the Iowa State Employment Services and the Division of Vocational Education. Some programs, such as Alteration Tailoring, have been developed as coupled projects since their inception. Others, eg. Meatcutting, were regular MDTA institutional programs which have been modified to fit the coupled project concept.

Techniques have been devised to implement and facilitate the coupled programs. An outline of the procedures developed

III. PROJECT ACTIVITIES (cont.)

includes:

1. On announcement by the ISES that referrals for coupled programs are being accepted, the Council's OJT Job Developers send potential trainees to their respective local Employment Service for screening.

2. When those accepted begin the classroom phase of the program, the Job Developer in each class's area contacts the trainees as soon as possible. This is to insure each trainee's understanding of the nature of coupled programs, to collect personal data on each, and to determine in what section of the state each prefers to take his on-the-job training.

3. This data is compiled in the OJT central office, then disseminated to area Job Developers so they can set up training subcontracts to utilize graduates of the classroom phase of the coupled programming in the region in which they wish to work. To accomplish this, Job Developers use unfilled job orders and other facilities of the Iowa State Employment Service, the knowledge and guidance of Advisory Committee members who recommended the program, and their own personal familiarity with training opportunities in the area.

This cycle of education - training - placement has not yet been completed for any of the four coupled programs extant, since the first group of trainees will not finish its classroom work until approximately June 4th. However, Job Developers are presently working on the third step in the procedural outline,i.e.,

developing subcontracts with employers.

Although these coupled programs have been successfully initiated, the OJT staff has met with a number of problems, not all of which have been completely solved.

One of these is the geographical distribution of trainees. For instance, of the 20 persons enrolled in the classroom section of the Farm Equipment Mechanic program, 13 are from the area in which the class is given, and wish to train, and eventually be placed, in that region. If nothing else, this certainly creates a heavy work load on the Job Developer in the area.

There has also been difficulty establishing contact between the trainee in the project's classroom phase and the potential OJT subcontractor - trainer. Since the trainee and the employer are often located as much as 250 miles apart, it has been hard to work out the mechanics of their meeting. It is, of course, imperative that such meetings take place if the OJT staff is to meet its goal of immediate placement of a trainee upon completion of his classroom work.

Yet another problem is the trainees' insufficient understanding of the whole coupled project before they enter the first (classroom) phase. One example of this misunderstanding is that four of those doing classwork in the Farm Equipment Mechanics program told their Job Developer that they intended to do any necessary on-the-job training in various western states.

III. PROJECT ACTIVITIES (cont.)

Also, with the Iowa State Employment Service charged with the responsibility for selection and certification of trainees for coupled programs, the Manpower Development Council, although prime contractor for the project, has no assurance that the goals for minority group training spelled out in its contract will be met.

The ISES is sympathetic and cooperative in trying to work out solutions to the latter two problems, but even so, communication between offices, and alteration of a system used by 34 separate local branches of the Employment Service are difficult and slow at best.

In addition to the OJT programs presently underway, on April 3, 1967, the Council received approval of Amendment No. 2 to its prime contract, with allowance of an additional $107,000 in funds for 100 straight OJT slots and more coupled programs. The coupled programs in various occupations will provide classroom preparation for four weeks, followed by 12 weeks of on-the-job training for another 100 trainees. These coupled projects will be divided equally between a twelve-county area in southern Iowa, with headquarters in Ottumwa, and Blackhawk County, at Waterloo.

The work preparation (classroom) portion of the program will begin in Waterloo on May 15th, and in Ottumwa on June 1st. During this phase, Job Developers will, as a matter of standard procedure,

contact the trainees and attempt to develop OJT slots for them. Job Developers in these two areas are already seeking subcontractors for the straight OJT placements provided for under the new amendment.

As pointed out earlier, the Council, operating under its prime OJT contract, recently became involved in a controversy over the training of bricklayers under an MDTA-approved program.

Although Bricklayer training was not originally proposed in the Council's prime OJT contract (coupled programs), the decision to include it was made after the Iowa State Bricklayers Conference rejected a program offered by Structural Clay Products Institute, a national OJT prime contractor. Requests for this agency to offer bricklayer training came from the Iowa State Bricklayers Conference and the Master Builders of Iowa.

On January 2, 1967, the Council announced its OJT (section) would offer two bricklayer programs as requested. One of these was to be approved jointly by the State Bricklayers Conference and the Master Builders of Iowa (the union school), and one was to be approved only by the Master Builders of Iowa (the non-union school).

Attending the meeting announcing these projects were representatives of the Iowa Employment Security Commission, the State Department of Public Instruction, the Iowa State Bricklayers Conference, the Master Builders of Iowa, and the Manpower Development Council. So there would be no misunderstanding of MDTA goals, it

III. PROJECT ACTIVITIES (cont.)

was carefully stated at the meeting that the emphasis in recruitment and selection of trainees would be on disadvantaged persons, and that there would be special stress placed on recruiting minority group trainees, even over and above the 20 per cent recruitment goal of the general OJT project. No one expressed disagreement with these objectives.

Proper notices announcing the program were filed by the Iowa State Employment Service on February 28, 1967.

All applications were to be processed through the Employment Service and referred to the appropriate agency for selection. The union school applicants were to be selected by local Joint Apprenticeship Committees, and the non-union school applicants were to be selected by the Master Builders of Iowa. All trainees were to be chosen along the guidelines suggested above.

A tentative deadline for receiving applications was set for March 21, 1967. On March 23rd, it was revealed that the union school had accepted only one minority trainee, even though several well-qualified Negroes had been processed and made application for training at this school.

Efforts were made to prevail upon the Iowa State Conference of Bricklayers and local Joint Apprenticeship Committees to accept two more Negro applicants, which would raise the minority percentage to 20 per cent (of a class of 15). The response was negative.

III. PROJECT ACTIVITIES (cont.)

On that date (March 23rd), another meeting was held with the same representatives who were at the January 2nd gathering, and notice was given that the Manpower Development Council's OJT program would not approve or fund the union school unless guidelines were met. No remedial action was taken during the following week, so on March 29th the Council formally refused to fund the union school program.

The non-union school opened April 3, 1967, at Storm Lake. Sixteen trainees, seven of which are Negroes, are enrolled in this program.

While the Council has not raised the issue of discrimination, the selection procedures for trainees by the Des Moines and Council Bluffs Joint Apprenticeship Committees are questionable in this respect. The Iowa Civil Rights Commission is concerned over these incidents and intends to look into the matter further.

The events surrounding this program have been highly publicized in local papers, with strong support shown for the Council's role in the controversy. The following press clippings give a fairly accurate account of the episode. They are included in this report to indicate the widespread interest generated over the stand taken by the Council on this program.

BRICKLAYERS FACE TEST ON RACIAL BIAS

Begin Selection of Trainees Today

By Jerry Szumski

A long-standing controversy over racial integration in the Bricklayers Union in Iowa could be put to rest this week when 15 young men are selected for pre-apprentice bricklayer training in Des Moines.

The trainees will be selected, beginning today, by joint committees of union members and contractors in various Iowa communities.

Industry spokesmen report that the unions are co-operating in efforts to recruit qualified Negroes into the trade.

Rights Leaders

The main job of finding high school graduates able to pass the bricklayer aptitude test has been in the hands of civil rights leaders in Waterloo, Davenport, Sioux City, Council Bluffs, Des Moines and other urban areas.

Negro spokesmen long have complained that the bricklayers unions have excluded non-whites. Union spokesmen have answered that non-whites don't apply.

The federal government is paying the $28,000 cost of training the 15 union "cubs" in the Des Moines program and 15 non-union apprentices in Storm Lake. A committee of non-union

BRICKLAYERS —
Continued on Page Eight

TELL NEED OF APPRENTICES

BRICKLAYERS---

Continued from Page One

contractors will pick the Storm Lake trainees.

Seven weeks of classroom training are scheduled to start next Monday.

Last year, the National Association for the Advancement of Colored People (N.A.A.C.P.) instigated a Labor Department investigation into a similar training program because the trainees were all white.

Checking Recruiting

An official of the Iowa Manpower Development Council, which is in charge of the federal money, said Monday he is checking the recruiting results for the new program.

Last year the N.A.A.C.P. contended that the Iowa State Employment Service failed to inform minority groups of the training sessions.

John Ropes, director of the Manpower Council said:

"This just can't be a token thing. We will want to be convinced that the Negroes represented (in the program) constitute all that are interested and all that qualified."

Ropes said two Des Moines Negroes have made application and taken the required test. Selections for the Des Moines area, which has union bricklayers, will be made by a joint committee from the local union and local contractors.

In Council Bluffs, a 21-year-old Army veteran, John Garrett, said he is scheduled to take the aptitude test at the Employment Service office in that city today.

Survey Told

There were 111 bricklayer apprentices, union and non-union, in Iowa as of Dec. 31, according to the Labor Department's Bureau of Apprenticeship and Training.

Contractors who are members of the Master Builders of Iowa, surveyed recently by that organization, reported a need for 333 union and 117 non-union bricklayers based on last year's work volume.

Those figures include journeymen—craftsmen who have completed the 4-year apprenticeship period.

The Master Builders survey also showed contractors wanting 92 union apprentice bricklayers and 45 non-union apprentices.

Employment officials list bricklaying as a severe shortage occupation in Iowa.

Des Moines Register 3/21/67

Only One Negro, Bricklayer Funds Denied

$28,000 FOR APPRENTICES IS WITHHELD

N.A.A.C.P. Leader Cites 'Tokenism'

By Jerry Szumski

The director of the State Manpower Development Council refused Thursday to approve a $28,000 federal grant for training apprentice bricklayers because only one Negro was chosen.

JOHN ROPES

The director, John Ropes, said he was "extremely disappointed." There are 30 openings for two training classes—one for union apprentices and the other for non-union "cubs." Selections through Thursday totaled 18 or 19, one a Negro from Des Moines.

Ropes controls the $28,000 Manpower Development and Training Act (MDTA) grant set aside for the training, scheduled to start Monday in Des Moines (union) and Storm Lake (non-union).

"Minority Representation"

"We aren't going to approve the program on the basis of the present minority representation," said Ropes.

Fifteen apprentices are to be trained in each school. After the seven-week course, they would go to work for contractors who indenture them.

Ropes' action Thursday raised doubt that the classes would start Monday as scheduled.

A similar program for 55 apprentices last year brought charges that Negroes were "systematically excluded." A federal investigation followed. State employment officials and the selection committees were criticized.

Another Look Likely

After a conference Thursday with Ropes and other state personnel, representatives of the union and contractors apparently agreed to take another look at the choices.

Also critical of this year's selections was Robert A. Wright of Des Moines, president of the state chapter of the National Association for the Advancement of Colored People (N.A.A.C.P.).

Wright said the choice of a lone Negro amounted to "tokenism."

"When I say that, I mean an apparent disregard of qualifications in the process of selecting one 'show Negro,'" said Wright.

He said five Negroes should be among the 15 union trainees. Six Negroes applied in Des Moines, one in Council Bluffs and one in Burlington.

Tommy P. Williams, 25, of

BRICKLAYERS—
Continued on Page Four

Tells Obligation to 'Disadvantaged'

BRICKLAYERS—
Continued from Page One

1328 Fourteenth st., a Negro, was one of four apprentices chosen by the Joint Apprenticeship Committee of Des Moines Bricklayers Local 2.

Wright said another Negro, Eugene T. Woods, 22, of 927 Fifteenth st., also should have been approved.

"We understand that Woods had the highest grades of all those who took the aptitude test," said Wright. "He certainly must have been the top candidate on that basis."

No Iowa bricklayers union local has Negro membership.

Selected Wednesday

The Joint Apprenticeship Committee in Des Moines, like similar committees in other communities in union jurisdictions, is made up equally of union members and contractors. The committee here made its selections Wednesday.

Not all the other committees had reported Thursday.

There were reports that contractors on the committee were "high on Woods" and tried to expand the Des Moines apprentice quota from four to five.

Factors in the selection were: An aptitude test given by the Iowa State Employment Service, high school diploma or equivalency certificate, work experience, age 17 through 25 (applicants with military service may be older), physical health and the applicant's appearance and general bearing during his interview by the committee.

Wright said, "it appears that too much depends on the 10-minute interview."

Woods is a North High School graduate with three years of military service, according to manpower council records.

Late Application

Reports were that the three others chosen in Des Moines had applied to the union before the formal application period began in late February. Williams and Woods applied last week.

Woods reportedly almost missed being interviewed because his application got to the committee one day late, Wednesday. However, Woods was said to have proved he turned in the application at the local union office Friday.

At the Thursday meeting at Ropes' agency, a federal official in apprentice activities stressed that the Employment Service and Manpower Council "have something to say" about the selections.

Last year there were charges that the union controlled choices for the Des Moines school with public agencies barely involved.

Obligation to Disadvantaged

Russell V. Kelso, Iowa director for the federal Bureau of Apprenticeship and Training, stressed that the agencies "have an obligation to pay special attention to the disadvantaged" under federal rules governing MDTA grants.

He said "disadvantaged" covers income, work experience, background and education. Kelso said the State Employment Service determines disadvantage in the process of screening and testing applicants.

While attention focused on the selections in Des Moines, there were activities concerning Negroes in other parts of Iowa.

In Burlington, where the local union has no apprentice openings, a Negro applicant was to be offered a slot in the non-union school at Storm Lake, a spokesman for contractors said.

Would Have Moved

Richard Toon, an executive of the Master Builders of Iowa, said the youth would have to agree to move if he wanted the training. A non-union bricklayer cannot be hired by a Burlington contractor. The same is true in other communities in union jurisdictions.

In Council Bluffs, Toon said, efforts were under way to find a contractor to sponsor John Garrett, a 21-year-old Negro veteran of Army service.

There, Toon said, the union has one apprentice opening and had selected Garlen E. Perry, 22, of Shenandoah, one day before the Tuesday deadline. Perry is white.

Garrett completed his application and took the test at the local Employment Service office Tuesday. Toon said the union would have to agree to increase the apprentice quota if Garrett is to come to the Des Moines school.

Des Moines Register 3/24/67

F. 3-26-67

Negro Tops Test Scores; Bricklayers Reject Him

By Jerry Szumski

How can someone get the highest score on an aptitude test and then get rejected by a committee selecting apprentice bricklayers?

Apparently that happened last week when the Joint Apprenticeship Committee of Des Moines Bricklayers Union Local 2 chose four young men for a training class.

The story got around in official circles that Eugene T. Woods, 22, got the highest scores among 13 men who took the bricklayers test at the Des Moines office of the State Employment Service during the last month.

Woods, a Negro, was not among the four chosen for the training. One source said he ranked "head and shoulders" above the others tested.

If Woods did indeed get the highest scores, the joint committee didn't know it.

All the Employment Service discloses about test results is that the applicant was either "H" or "L."

"High, Low"

Employment Service sources say the initials signify "high" or "low."

To the committee the designations mean "passed" or "failed."

Of the 13 candidates tested in Des Moines, eight scored "H" and five scored "L." The five were not considered for interviews.

Actual scores are not sent to the committee, one Employment Service official explained, "because they wouldn't know how to interpret the scores."

The official said that employment counselors use numerical grades and "their own professional judgment" in arriving at "H" or "L" in each case.

When Woods' rejection became known, one official expressed dissatisfaction with the system of communicating test results.

John Ropes, director of the Iowa Manpower Development Council, said he will recommend some new procedures, including the sending of actual scores accompanied by someone capable of interpreting them to the committee.

Issue Unclear

It was unclear whether the "H" or "L" system is federal policy or only a rule of the Iowa Employment Security Commission, which operates 34 Employment Service offices in the state.

Ropes said he planned to request all test scores and application forms and to check other aspects of the procedures by which candidates were screened for the training.

The state president of the National Association for the Advancement of Colored People (N.A.A.C.P.) Robert Wright, said after Woods' rejection: "It appears that too much depends on the 10-minute interview."

A management spokesman who reviewed the committee's rating sheets said Woods physique was a factor against him.

145 Pounds, "Ringing Wet"

"He weighs about 145 pounds ringing wet," said Richard Toon, an executive of the Master Builders of Iowa, whose members are the state's biggest commercial builders.

The fate of the training program was in doubt Saturday.

Ropes still was dissatisfied because of Woods' rejection. He controls the $28,000 in federal Manpower Development and Training Act funds set aside for the program.

Classes in Des Moines (for union trainees) and Storm Lake (non-union) had been scheduled to start Monday but were postponed Friday.

A spokesmen for the joint committee in Des Moines said Woods could not be added to the other four already approved. One of the four chosen is a Negro.

Faced with an apparent impasse over the racial question, the Master Builders of Iowa began planning a union training class to be financed by contractor-members.

Other Program

The Manpower Development Council got into the picture in February after Iowa bricklayer unions turned down participation in a different apprentice training program.

This program, also paid for with federal MDTA funds, is being operated nationally by the Structural Clay Products Institute.

This program was rejected by union leaders because it is controlled by management, according to reports.

Des Moines Register 3/26/67

Builders Plan Private Trade School

BRICKLAYERS' CLASS DELAYED

By Jerry Szumski

A dispute over Negro applicants led to postponement Friday of two bricklayer apprentice schools planned under a federal grant.

John M. Ropes, director of the Iowa Manpower Development Council, told of the delay after a day of hectic communications involving unions, builders and government agencies.

$28,000 Grant

Ropes' agency, a special state unit directly under Gov. Harold Hughes, controls the $28,000 grant available under the federal Manpower Development and Training Act (MDTA).

Thirty youths are to be trained, 15 in Des Moines for union bricklaying in various Iowa cities, and 15 in Storm Lake for contractors in non-union communities.

On Thursday Ropes had withheld approval of the $28,000 because only one Negro was among 19 applicants selected throughout Iowa until that time. The Negro was one of four youths selected by the Joint Apprenticeship Committee of Bricklayers Local 2 in Des Moines.

Robert A. Wright of Des Moines, the state president of

BRICKLAYERS—
Continued on Page Five

BRICKLAYERS—

Continued from Page One

the National Association for the Advancement of Colored People, called the choice of one Negro "tokenism."

By Friday two more Negroes reportedly had been cleared — one from Burlington for the non-union school and one from Council Bluffs for the union school. But in Des Moines, the apprenticeship committee stuck with its lone Negro and Ropes was holding out for a second Negro.

On Thursday, Ropes asked union and contractor representatives to try to clear Eugene Woods of Des Moines and John Garrett of Council Bluffs for the union school.

For Woods to be cleared, the local committee would have to increase the 1967 apprentice quota from four to five.

Friday afternoon Richard Toon, an executive of the Master Builders of Iowa, a contractors group, reported "we got half the job done."

He said a contractor and union had opened a spot for Garrett by boosting the Council Bluffs union apprentice quota from one to two.

But, Toon said, Des Moines union leaders refused to increase the local quota to five. This left out Woods, 22, who reportedly got the highest scores on the State Employment Service aptitude test that all candidates were required to pass.

Toon spent Firday afternoon calling the approved applicants and telling them not to report for training at the two sites Monday as scheduled.

Toon spent Friday afternoon there were 14 candidates for the Des Moines school (union) and 10 for the Storm Lake school (non-union). He said today's mail may bring more names of approved candidates.

The Master Builders took the stalemate in Des Moines as a signal that the union school won't get off the ground.

The organization began planning a privately financed school "if we can get the money," said Toon. He issued this statement:

"We regret very much that the State Manpower Council apparently is going to refuse funds for one of the bricklayer schools, and especially so since we have done everything possible to insure that minority groups are represented among those trained.

"However, the building needs of the State of Iowa are not going to stop because there are not enough Negroes in the program. As contractors, we have an obligation also to do everything possible to see that sufficient manpower is at hand to build the buildings which are so badly needed.

"One way or another, we're going to find ways to train bricklayers as well as other craftsmen. If we can scrape up the money to conduct schools without federal funds we will certainly do so.

"We will do our very best to see that Negroes are included in these schools."

Toon, who had spent a month notifying various parties of the training and co-ordinating arrangements, expressed disappointment at Friday's happenings.

He had several conferences with union officials and Robert E. Farrell, the Des Moines Construction Council (contractors) spokesman in dealings with local craft unions.

Farrell said Friday he had talked to the Local 2 business agent, Richard Andersen, but not about raising the quota.

"Those with whom we deal, the schools and so forth, all knew back in January that we had only four spots open this year," said Farrell. "This hasn't changed."

Asked about a report that one contractor on the committee had tried to raise the quota to five, Farrell said:

"That is not inaccurate. One contractor said, 'Why can't we have five?' It was explained that every contractor in Des Moines is allowed so many cubs (apprentices) and that's all. He went no further."

Farrell said it was unfair for Ropes to have raised the racial question "pointing at Des Moines."

Toon said he examined the committee's rating sheets on Woods, who was passed up, and found:

"He was rated number five. He is a slight boy for a bricklayer. He weighs about 145 pounds ringing wet."

Physical ability is among factors influencing selection. Others are passage of the aptitude test, work history, age (17-25) and the applicant's appearance and general bearing while the committee interviews him.

Manpower director Ropes expressed surprise at the Master Builders plans for a privately financed school. He said the Des Moines MDTA school had not been canceled.

"There could be some minority names come in yet," he said. "We'll have to check them out next week.

"If we get what we consider a fair minority representation, it's not out the window."

Ropes said the non-union school in Storm Lake was postponed because only 10 candidates were signed up as of Friday.

Toon said if the Master Builders finances the training there probably will be no subsistence allowances such as are available in federal programs. The allowances, which take into account need and size of family, range up to about $75 a week.

It is the Master Builders who recently released a survey showing members last year would have employed 450 more journeymen bricklayers and 137 more apprentices last summer if they had been available in Iowa.

Surveyed were 94 contractors, 55 using union labor and 39 non-union.

Toon related the need for construction tradesmen to the racial issue, saying:

"The colored population is the greatest untapped source of labor we have in the United States today and it's high time that we start to use them."

Des Moines Register 3/25/67

The Des Moines Register
Founded in 1849
An Independent Newspaper

Training Negroes as Bricklayers

We hope it will not be necessary for state manpower officials to follow through on their threat to withhold federal funds for the controversial bricklayer pre-apprentice training program.

The threat is a result of selection of only two Negroes to fill the 15 openings in the scheduled "union" training class. Trainees selected for the class by union-management selection committees go to work eventually for contractors operating under union contracts and become members of the bricklayers union, one of the building trades craft unions that has seemingly been closed to Negroes. The state Manpower Development Commission, which administers the training funds, wants at least three Negro trainees in the union program.

This is a reasonable request, in our opinion. The U.S. Department of Labor nationally urges one-third non-white enrollment in courses financed through the Manpower Development and Training Act (MDTA), the source of funds for the bricklayer program. Iowa officials are insisting in this case on only 20 per cent non-white enrollment. They are not insisting that unqualified persons be selected just because of their color. One Negro denied admission to the program had the highest score on the aptitude test of any applicant.

State manpower officials deserve credit for the efforts they have made to recruit Negroes for the training program and to get a reasonable number enrolled. Tax money for years has supported bricklayer training programs without any comparable interest having been shown in training members of minority groups. The Smith-Hughes Act has paid part of the instructional costs for pre-apprentice bricklayer training in Iowa for some 25 years.

The more generous MDTA program pays all of the training costs, makes it possible to train larger groups and pays allowances to the students during the training program. It will be a pity if Iowa loses the advantages of this program, especially in view of the shortage of bricklayers.

We find it difficult to believe that men of good will cannot work out an arrangement that will enable one more Negro to be enrolled and the program to be continued.

BRICKLAYERS TRAINING FOR 2

Two Waterloo Negro youths, and possibly three, have been recruited for training as non-union bricklayers in a school at Storm Lake, John Ropes, director of the Iowa Manpower Development Council, said Tuesday.

Ropes said the Storm Lake school probably will start Monday, a week late. He indicated that up to four Negroes may be among the 15 trainees in the Storm Lake classes.

Meanwhile, he said, a second bricklayer school planned in Des Moines for union apprentices is "still up in the air."

Ropes has withheld approving funds for the Des Moines school, which also would train 15 apprentices, because only two Negroes are among those selected by a joint apprenticeship committee representing bricklayers union locals and contractors around the state.

The Waterloo youths were recruited by a member of the Manpower Council staff.

Ropes said the Waterloo local of the bricklayers union already has filled its one apprentice opening for the year but the youths probably will be sponsored by non-union contractors.

Des Moines Register 3/29/67

Cancel Union Program for Bricklayers

3-30-67

By Jerry Szumski

A dispute over Negro applicants resulted Wednesday in cancellation of a training program for union bricklayer apprentices in Iowa.

John Ropes, director of the State Manpower Development Council, said the school was canceled because only two Negroes were among 15 applicants approved by joint union-contractor apprentice committees.

The school was to have started Monday in Des Moines with the 15 trainees coming from union jurisdictions all over Iowa.

Not Enough

Ropes, who controls $28,000 in federal funds available for the training, had said two Negroes —one from Des Moines and the other from Council Bluffs—were not enough. He said there should be at least three Negroes and specifically requested approval of a second Des Moines youth who scored high on aptitude tests.

The union-contractor committee in Des Moines, however, stuck with its original four choices, including the one Negro. The committee said the other Negro was rated fifth among seven applicants.

"There isn't going to be any union school," Ropes said Wednesday. "There will only be the non-union school in Storm Lake.

"We didn't have the assur-

BRICKLAYERS—
Continued on Page Seven

Claims Union 'Got Sore' Over Government Dictates

3-30-67

BRICKLAYERS—
Continued from Page One

ances we needed to proceed with the Des Moines (union) school," said Ropes.

The Storm Lake school, also financed by the federal grant, will have about four Negroes among its 15 trainees, according to a spokesman for the Master Builders of Iowa, a contractors' group.

The Master Builders has no influence in union selection but has final authority in choosing non-union apprentices referred to the agency by non-union contractors around the state.

Richard Toon of the Master Builders staff in Des Moines said the organization hopes to open a privately financed school for union apprentices in place of the cancelled one.

Plans are to train the same youths already chosen for the now-cancelled federal program, Toon said. Members of the Master Builders will be asked to help finance the training, Toon said, adding, "we hope that the union will pitch in too."

Spokesmen for the contractors' group said they must arrange their own program for training union apprentices because of a critical shortage of bricklayers in Iowa.

Civil rights spokesmen contend minorities have been "systematically excluded" from the Bricklayers Union and some other building-trade unions in Iowa. There are about two dozen bricklayers locals in the state.

While Ropes was holding out for three Negroes for the Des Moines (union) school, he learned that one of the two Negroes approved earlier now has been rejected.

"Just Got Sore"

Kenneth Lewis, executive director of the Master Builders, said John Garrett (of Council Bluffs) no longer had union approval for inclusion in the program.

"The union just got sore," said Lewis. "They just don't like the idea of a governmental agency deciding how many apprentices they will have."

Manpower Director Ropes said selection of bricklayer apprentices in Council Bluffs apparently is done by local union business agent Oscar Finck instead of by a joint committee.

Master Builders officials said they will try to obtain a non-union contractor to sponsor Garrett as a trainee in the Storm Lake school.

In holding back federal Manpower Development and Training Act (MDTA) funds on racial grounds, Ropes is in step with U.S. Labor Department policies to end discrimination in labor unions.

Ropes said the Labor Department has a national "guideline" calling for one-third minority representations in all MDTA training programs.

Ropes said a manpower advisory committee, composed of spokesmen for various public agencies in the job and training field, lowered the minority requirement to 20 per cent.

He said the reason he held out for three Negroes in the union school was that three is 20 per cent of the total enrollment of 15.

In Washington, D.C., Labor Department officials threatened Wednesday to revoke federal registration of all apprenticeship programs that cannot show proof of non-discrimination by Apr. 10.

Specifically named in a previously unpublicized memorandum were the Plumbers Union and the International Typographical Union, both A.F.L.-C.I.O. affiliates. The crackdown could affect some 200 unions across the country, it was reported.

A national Plumbers Union official said apprentice selections are based solely on qualification.

A Des Moines source said revoking federal registration of apprentices in a particular trade would cut off MDTA funds available for training the young craftsmen.

D. M. Reg. 3/30/67

4-1-67

'REJECTS' IN TRADE SCHOOL

By Jerry Szumski

Two Negroes rejected for training in a union bricklayer apprentice school will attend a non-union school beginning Monday, a state manpower official said Friday.

The youths, Eugene Woods and Edward Holt, both of Des Moines, were passed up Mar. 22 by a joint union-contractor committee which controls selection of bricklayer apprentices in Des Moines.

All told, six Negroes will be among 14 trainees in the non-union school in Storm Lake, according to Frank Robinson of the Iowa Manpower Development Council.

Later Rejected

Three are Des Moines residents, two were recruited in Waterloo last week and one is from Council Bluffs. The Council Bluffs youth at one point had been accepted by the local union there, but later was rejected.

All six live in communities where bricklayers generally must be union members in order to get steady work.

But Robinson said the youths will be indentured to non-union contractors.

He said the Master Builders of Iowa, Inc., an organization of the state's biggest commercial contractors, "more or less has a gentleman's agreement to place these men with

BRICKLAYERS—
Continued on Page Five

R- 4-1-67

Denies Fairgrounds Site Was Refused to Union

BRICKLAYERS—

Continued from Page One

non-union contractors in their own hometowns."

Fourteen youths were signed up for the non-union training. Seven weeks of classes will start at 8 a.m. Monday.

Federal funds will pay all the costs — rent, instructor's salary, materials and subsistence allotments of from $55 to $80 a week to each trainee, depending on family size.

A similar school in Des Moines — this one limited to applicants approved for Bricklayers Union membership — also is scheduled to start Monday, but without federal funds or participation of public agencies.

U.S. Guidelines

John Ropes, the Manpower Council director, blocked federal funds to the Des Moines (union) school because only one of the 15 potential trainees is a Negro. He said federal "guidelines" required having three or more Negroes in this school.

However, the union-contractor committee in Des Moines has stuck with its selection of one Negro, Tommy Williams, and no Negroes were selected by similar committees in other parts of Iowa.

One of the Negroes passed up by the Des Moines committee was Woods who reportedly got the highest bricklayer aptitude test score among 13 persons who took the test here.

Ropes' denial of money to the union school resulted in two agencies breaking ties with the program.

Area XI Superintendent Paul Lowery said his agency has removed some furniture it had installed at the Fairgrounds for the training. He said Area XI's participation stopped because "our information from Mr. Ropes was that it was canceled."

Area XI was to have paid the $70 weekly rent for a building at the State Fairgrounds plus $200 a week to the instructor.

A state education official, William Scheuermann, said of the union school: "As far as we're concerned, it's dead."

Scheuermann is in charge of a unit of the State Department of Public Instruction which usually helps run apprentice training schools.

Richard Toon, an executive of the Master Builders, said his agency will raise about $5,000 to finance the Des Moines school. He said part of the money will come from the Bricklayers Joint Conference, the state organization of local unions.

Toon said there will not be enough money to pay subsistence allotments to the union trainees. He said at least one potential trainee in western Iowa may not be able to attend because now he must pay his own living expense.

"He was going to talk it over tonight with his mother and dad," said Toon.

He said the site has been switched from the Fairgrounds to a privately owned building at 414 Court st. The Master Builders and the unions will pay the rent and the salary of the instructor, Carl Blanchard of Des Moines, a journeyman bricklayer.

Textbooks and materials (brick and tile) will be contributed by the Structural Clay Products Institute, a national organization, Toon said.

There were reports that the union program was denied use of public facilities because of the integration question.

"We weren't denied the use of the Fairgrounds," said Toon. "But we didn't know whether or not public facilities would be available to us because of this discrimination angle."

Still more obstacles may confront the union program.

Customarily, when apprentices start training on the job, they take special job-related instruction at night or on Saturdays in the local high schools.

Such classes are financed by the federal government, and Ropes' veto could cut off this money, according to some sources.

Toon quoted Tom Walters, a state bricklayers union official, as saying in such a case the apprentices could get their job-related instruction by correspondence. Union rules call for 144 hours of such instruction per year during all four years of the apprenticeship period.

Toon said the union school has been cut from seven to six weeks because of the racial dispute, which caused a week-long postponement before the union class was canceled by Ropes.

"We've already shot part of our construction year," said Toon. "Last year the training was nine weeks and it was considered that the school was too long. It had dragged."

Des Moines Register - 4/1/67

The Des Moines Register

Founded in 1849

An Independent Newspaper

4-4-67

Restrictive Union Practices

Two bricklayer training schools got under way Monday in Iowa, one to train bricklayers for non-union contractors, the other to train bricklayers for contractors employing union members only. Six of the 14 trainees in the non-union school are Negroes while only one of the 16 accepted for the union school is a Negro.

The contrasting make-up of the two schools is a striking illustration of the difficulties minority group members face in breaking into some building crafts. Applicants for apprentice training where the union is involved must be cleared by a joint union-management committee. If the union has a policy against accepting Negro members, it's a simple matter to control admission to the craft.

In addition, the overall number admitted to apprenticeship training—Negro or white—is frequently sharply limited by the union's unwillingness to expand the number of apprenticeships. In the Des Moines area, the union agreed to a total of only four bricklayer apprentices and in some areas of the state no new apprenticeships were allowed.

Selection for the non-union school is limited only by the willingness of employers to hire the trainees as apprentices. The admission of six Negroes to the non-union school is an example of how employers will hire and train Negro apprentices in the building trades when they are free to do so.

The Iowa Manpower Development Council deserves credit for its attempt to break down union resistance and get more Negroes enrolled in the union school. The refusal to meet the Manpower Council's target of 20 per cent non-white enrollment resulted in cancellation of federal financial support for the union school.

Other action will be needed to loosen the restrictions that limit the individual's ability to obtain training and deny him the right to work. The U.S. Department of Labor is now instituting a crackdown on union apprenticeship programs, demanding assurances of non-discrimination by threatening to deny employment to apprentices on federal construction projects. Unions have gotten around this in the past by reclassifying apprentices as journeymen and having them paid journeymen wages. The government should refuse to tolerate this evasion, which results in penalizing employers who are not responsible for the discrimination by requiring them to pay unnecessarily high wage rates.

Des Moines Register - 4/4/67

Des Moines Registe-
Fri., April 7, 1967

Hint Move to Bar Bricklayer Class

By Jerry Szumski
(Register Staff Writer)

FORT DODGE, IA. — The Iowa Civil Rights Commission may seek a court order to halt an apprentice bricklayers training program which has been the center of a racial controversy.

The seven commission members expressed general dissatisfaction with the program, which has one Negro among the 15 trainees destined for membership in various Iowa locals of the all-white Bricklayers Union.

Attention focused on Eugene Woods of Des Moines and John Garrett of Council Bluffs, both Negroes, who were rejected by union-management committees in their hometowns.

Woods reportedly got the highest scores among Des Moines candidates for the training. Garrett was accepted and later rejected by union officials in Council Bluffs, according to contractor spokesmen.

'Obvious Bias

The Rev. Philip A. Hamilton of Dubuque said the selections showed "obvious" signs of discrimination. He pointed out that in 1965 state law which created the commission expressly prohibits discrimination in apprenticeship programs.

"We should give serious consideration to this as a violation," said the Rev. Mr. Hamilton.

Donald Boles, commission member from Ames, suggested the possibility of seeking a restraining order under the National Labor Relations Act.

What the commission decided to do is not known. After brief open discussion, the group went into executive session.

One reason cited for Wood's rejection was his weight, said to be 145 pounds. Boles and the Rev. Mr. Hamilton said they have known good bricklayers whose weight was much less.

Early Applications

The commission director, James A. Thomas, reported that some applications for the training apparently were taken before the program was announced.

Thomas called attention to the fact that Woods submitted an application to the Des Moines Bricklayers Union Hall on Mar. 17 — four days before the deadline — but that the selection committee did not receive the application until Mar. 22, one day too late.

"Somehow," said Thomas, "it got lost in the mail."

He said a woman who took Woods' application apparently was a secretary for a union other than the bricklayers. Several unions share the hall at 125 W. Washington st.

Woods got an interview, Thomas said, only after John Ropes, director of the Iowa Manpower Development Council, insisted on it.

Controls, Funds

Ropes controls the federal money available for bricklayer training. He cut off the funds to the union school, saying at least three Negroes should have been chosen.

With federal money cut off, the costs of operating the school are being paid by the Master Builders of Iowa, a contractors' organization, and the state conference of the union.

Boles said continuing the program is "a subterfuge" to keep more Negroes out of the union.

"The courts have held over and over again that the laws are designed to prevent subtle as well as open discrimination," he said.

The Rev. Mr. Hamilton said the right to pursue a good job is "more basic even than freedom of religion or freedom of housing."

He said training for employment "is certainly one of the basic needs to get the Negro off the bottom rung."

Des Moines Register
4/7/67

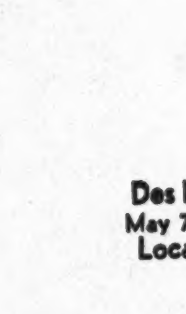
Des Moines Sunday Register
May 7, 1967
Local Section

SEVEN BREAK BRICKLAYERS' OLD TRADITION

Negroes Near End Of Training Class

By Jerry Szumski
(Register Staff Writer)

STORM LAKE, IA. — Seven young men are breaking a proud old tradition here in line with Benjamin Franklin's thought that "He who hath a trade hath an estate."



ERNEST HALLING

The seven are Negroes in a seven-week training class for future bricklayers. They are probably the first of their race ever trained in a bricklayer apprentice class in Iowa.

Such classes have been around the state for about 30 years, but traditionally you had to have a family connection in the trade to become a bricklayer. The same has been true in other building trades.

Non-Union School

Away from their homes in Des Moines, Waterloo and Council Bluffs, the seven Negroes are in this non-union school because the local unions in their home towns say they have no room for them.

Nine white trainees are in the same class, mostly young men from small towns. All but one has a non-union contractor waiting to employ him.

With two weeks of classes left, contractors to employ Negroes have not yet been found, according to an official of the Master Builders of Iowa, an organization of most of the state's commercial builders and a co-sponsor of the training.

The difficulty is that Des Moines, Waterloo and Council Bluffs are "union towns"—that is, most contractors in these cities hire only union labor.

Kenneth Lewis, Master Builders manager, said the Negroes probably will be employed—"indentured" is the traditional phrase in apprenticeship—in the home-building field. He said many home-builders are "open shop"—or non-union.

A state official involved in the financing of the class expressed confidence that employers will be found for all 16 trainees.

Severe Shortage

Statistics from the Master Builders indicate a severe shortage of bricklayers—union and non-union—in Iowa.

John M. Ropes, director of the Iowa Manpower Development Council, said if the Master Builders organization is unable to place all the trainees, his agency's job developers will find contractors who need apprentice bricklayers.

The Manpower Council obtained federal Manpower Development and Training Act (MDTA) funds for the school, held from 8 a.m. to 5 p.m. weekdays in the Milwaukee Road freight house near the center of Storm Lake.

The council planned to finance a union school, now in process in Des Moines, but pulled out because only one Negro was chosen among 15 trainees.

MDTA programs are mainly

BRICKLAYERS —
Continued on Page Ten

REGISTER PHOTO BY GEORGE CEOLLA

Building for a Future

On the third day, trainees are working with brick and mortar in a seven-week class for future bricklayers at Storm Lake. Building an arch in the classroom in the Milwaukee Road freight house are, from left, Thomas E. Richardson, Fort Dodge; Eugene T. Woods, Des Moines, and Bennie E. Spain of Waterloo.

BRICKLAYERS—

Continued from Page One

geared to give vocational training to the underprivileged, unemployed and those whose present employment offers little future, said Ropes.

Because of high unemployment among Negroes compared to whites, Negroes are regarded as fitting this description, Ropes said. Some of the others do not, but the program does not require all trainees to be underprivileged, he said.

Given Tests

All of the trainees were given a battery of State Employment Service aptitude tests to determine mental and physical adeptness for the bricklaying trade.

Nine trainees have local hotel and motel accommodations. Seven commute daily from nearby towns.

The instructor is Ernest Halling, 62, partner in Halling and Rohlk Construction Co. here. He is assisted by Doug Hoeppner, 30, who participated in a similar class under Halling in 1962.

Halling has taught classes for non-union bricklayer apprentices for several years. This is his first integrated class. One of the first things he did was to pair off the trainees across racial lines.

Halling said the group as a whole shows skills on a par with the all-white group he taught last year.

Math and Trowel

Instruction concentrates on practical mathematics and the use of the trowel, level and modular rule. By the third day, the trainees were working with brick and mortar.

Halling said the seven-week course, emphasizing actual bricklaying over and over, teaches as much as an apprentice could learn in six to nine months on the job.

"Nobody flunks," said Halling. "It's a four-year course (the period before an apprentice becomes a journeyman) and this is only the start.

"If anybody gets out of order, I'd just show him the door. If they were wasting their time, I wouldn't put up with it."

When the trainees go on the job, they will receive about one-half the journeyman's hourly pay rate with automatic increases every six months through the four-year "cub" period.

Most of the trainees here say the going journeyman scale in their home towns exceeds $4 an hour.

The Trainees

The trainees are:

Larry L. Baker, 22, Waterloo; Richard L. Bittner, 20, Albert City; Gary M. Brown, 24, Sioux City; Marvin L. Cason, 26, Des Moines; Marvin D. Elliston, 21, Des Moines; John Garrett, 21, Council Bluffs; Edward V. Holt, 24, Des Moines; Jack L. Korwes, 19, Storm Lake; John K. Mason, 25, Sac City; Thomas E. Richardson, 26, Ford Dodge; William J. Robinson, 27, Algona; Michael Sanders, 24, West Point; Melvin C. Schaefer, jr., 20, Carroll; Bennie E. Spain, 20, Waterloo; and Eugene T. Woods, 22, Des Moines.

Woods was among candidates turned down for the union bricklayer training program now in progress in Des Moines.

Civil rights spokesmen complained that Woods should have been chosen by the joint union-management committee for the Des Moines local union because his aptitude test scores were higher than those of any other candidate.

The Manpower Council withdrew financial support for the union training program after unsuccessful efforts to get three Negroes into this program. One Negro was selected among the 15 union trainees.

Garrett at one point was accepted by the Council Bluffs union for the Des Moines school. Later, however, the Master Builders was informed the union reversed itself and rejected Garrett.

Garrett said he is thinking of moving to Waterloo if an employer there will indenture him.

About half the trainees are married and most are veterans of military service.

III. PROJECT ACTIVITIES (cont.)

The Council, at the request of Governor Harold Hughes, is currently exploring the possibilities for an exchange of six to eight Iowa and Yucatan, Mexico, youths during the summer of 1967. This project is under the direction of James Socknat. Basis for the exchange is the sister state relationship of Iowa and Yucatan under La Alianza para el Progresso.

It is hoped that funds for the Iowa youths, working in Yucatan on some worthwhile project, would be provided by the Office of Manpower Policy, Evaluation and Research (OMPER) and Experimental and Demonstration summer youth manpower monies.

Funds for Yucatan youths working in Iowa would not come from the U. S. Labor Department, but from local Iowa sources.

A proposal for the Iowa youth work projects in Yucatan will be fully developed and submitted to the Labor Department early in May.

The program for personal contact by Governor Hughes of all high school dropouts was officially announced by the Governor March 10, 1967. The project, under the direction of Kermit L. Dunahoo, in its first six weeks of operation has already received encouraging response. Some 1,226 recent dropouts so far have been reported directly to the Governor from 217, or over 44 per cent of the total Iowa school districts. There has been strong editorial support for this program from sections of the press, particularly the Cedar Rapids Gazette and WHO Radio and Television stations, Des Moines.

III. PROJECT ACTIVITIES (cont.)

Procedures of the project include the request to school district superintendents to supply names of all dropouts as they occur. As these letters are received, the Governor sends a personal letter to each dropout, urging him to go to this nearest Employment Service Office to explore possibilities for job placement, enrollment in an MDTA program, Neighborhood Youth Corps, Job Corps, or the like.

To date, nearly 100 postcards, always enclosed in each dropout's letter, have been returned to the Governor by these youths, with details of their present and expected educational and occupational circumstances. Analysis of the effectiveness of manpower services in providing suitable training, counseling, employment, and educational opportunities to dropouts will be made this summer. In addition, lists of the names and addresses of dropouts by counties are being sent bi-monthly to the State Employment Service. These lists, in some cases, are also being made available to interested officials for recruiting purposes.

Coordination of the Comprehensive Area Manpower Planning System (CAMPS), under the direction of Mrs. Mary Louise Filk, is presently being effected. Steps taken to carry out this mandate include the printing of 600 copies of the CAMPS Inter-agency Agreement with an explanation of means of carrying out this concept at the local level. Memoranda clarifying the roles of state supervisory personnel in regard to CAMPS have been distributed in order to help tie together local, state and federal

III. PROJECT ACTIVITIES (cont.)

counterpart programs. Multi-county regional meetings have been set up to help implement the CAMP System in Iowa.

Plans for starting operation of the Mobile Manpower Information Center have been held up because of problems encountered in obtaining a suitable vehicle to be used as the mobile unit. This project is being guided by Jack Wolfe and Arthur C. Johnson.

An adequate unit has now been found and should be operational within the month. This mobile information center will be used to better disseminate details of manpower programs of all types throughout the state.

Carl Fairman and Frank B. Robinson, Jr., have been working on a special career development project to operate in Blackhawk County. The project has been designed for 50 youths, ages 15-22, to provide meaningful work experience in the diversified field of social services. A certain portion of the project will also be devoted to related activities, including classroom participation by knowledgeable resource persons in the field and visits to agencies and institutions who have social service activities as their front-line functions.

The Demonstration Rural Manpower program, directed by Allen Jensen and Mrs. Patricia Powers, is proving helpful in discovering training and other social service needs of individuals in the four-county (Harrison, Monona, Shelby and Crawford counties) experimental area.

III. PROJECT ACTIVITIES (cont.)

It has been discovered to date that, properly constituted, a community action agency can play a complementary, rather than a competitive, role to Employment Service, Vocational Rehabilitation, On-the-Job Training, and like groups, and avoid duplication of services.

Two hundred men have completed the Heavy Equipment Operators institutional training program. The Council, under the direction of Mr. Jensen, provided the major technical assistance for this project in cooperation with the International Union of Operating Engineers. As a by-product of the program, an 860-acre abandoned coal strip mine was developed into a useful recreational facility during the training period of these men.

The Council, represented by Jack Wolfe, is presently engaged in assisting with the Youth Opportunity Campaign 1967. Working closely with the Governor, Council members are attempting to insure sufficient publicity for this project in the state. Plans call for MDC to take complete charge of a mail campaign, scheduled to begin in mid-May, directed at Iowa employers and urging them to help find job openings for Iowa youths.

Copies of "Opportunities Apprenticeship and Skilled Trades in Iowa," a resource publication prepared by Frank B. Robinson, Jr., to describe 37 programs available in Iowa and registered with the Bureau of Apprenticeship and Training, have been distributed.

Receiving this source book were school counselors, employment office personnel, community action organizations, etc. Each trade

described in the booklet is categorically explained in terms of usual duties, qualifications needed, occupational aptitude patterns, lengths of apprenticeship, and wage and contact sources for additional information.

Mr. Robinson has also given assistance to 15 industrial employers at their request in an effort to organize a merit council for the Greater Des Moines area. This council would participate in qualifying minority and disadvantaged individuals for jobs in business and industry.

At the request of the Equal Employment Opportunity Commission (EEOC) technical assistance office, Mr. Robinson was a panelist on the subject of "Selection and Identification Procedures for Apprenticeship Programs" at a conference in Louisville, Kentucky. As a result of this meeting, plans are now being made to sponsor a state-wide EEOC conference in Iowa. The proposed program will deal with objectives and procedures of EEOC, specifically as to legal guidelines, complaint processing, and opinions and interpretations on testing, sex equality and trade union coverage.

The Iowa State University Industrial Relations Center has completed analysis of the job vacancy data collected by the Manpower Development Council in a 1966 mail survey.

Data on job vacancies is broken down by industry, occupation, wages, and area manpower coordinating districts. Further breakdowns on full-time and part-time openings are shown, as well as highlights of findings by counties.

III. PROJECT ACTIVITIES (cont.)

The publication, titled "Job Vacancies in Iowa Manufacturing Establishments as Reported for the Period March Through August 1966," was reproduced by the Council. Distribution is being handled by both the Council and the University, with copies going to the Department of Public Instruction, area vocational schools, community colleges, interested state office personnel, and other private and public agency officials in the manpower field. Iowa State University will distribute additional copies to participating businesses and manpower scholars.

The ISU Industrial Relations Center is currently re-surveying Iowa Manufacturing establishments for the March - August 1967 period, and these firms will be re-surveyed each six months.

This data analysis will be used in planning curricula for area schools and Iowa's manpower programs, especially in connection with the Comprehensive Area Manpower Programs Systems.

The Council plans to develop and edit a series of short monographs explaining the projects developed by MDC.

At the suggestion of Dick McAllister, the Council's Project Officer in the Office of Manpower Policy, Evaluation and Research, and Judah Drob and Miss Gus Clawson, OMPER Division of Special Programs, this technique was decided upon as a means of disseminating the results of some of the innovative projects of the Council. The first two or three monographs will be issued about mid-May.

In the Corrections Division of the Council, Father Cyril F. Engler concentrated on giving consultations and technical assistance

to a large number of groups, and in coordinating efforts to promote programs and legislation on governmental organization, use of manpower resources, and needs in the area of corrections.

Assistance included weekly meetings with 15 organizations to discuss the significance of legislative proposals, continuing liaison with private and volunteer agencies interested in the development of social service programs, and speeches to various groups.

Consultation and technical assistance was also given to a number of public and private organizations, such as the Des Moines Council of Social Agencies (on employment of the aged), Division of Corrections of the Iowa Board of Control, Iowa Council on Crime and Delinquency, and many church and welfare units. Assistance was also provided for a project, now in the hands of the personnel director of the Division of Corrections, on training probation, parole, and correctional workers through the facilities of the University of Iowa and community colleges.

Mrs. Mary Louise Filk is producing and editing the monthly "Manpower News". After an initial run of 500 copies, in January, the many requests for the publication has made it necessary to increase the number of printings. May's issue is expected to reach a circulation of 2,000.

IV. SUMMARY OF PROJECTS AND CURRENT STATUS

Because the Manpower Development Council is now keeping a complete history of all projects--including the final disposition of each, Section IV of these reports has become redundant. The historical compilation, fully detailed, will be updated each six months, and copies sent to the Labor Department.

The next up-dating of Council projects is scheduled for June.

V. DIRECTOR'S EVALUATION

The Council moved one step closer to achieving a very high level of coordination in manpower areas in April when the State Office of Economic Opportunity was merged with the Council. During the lifespan of both agencies -- about the same length of time -- both offices had occasion to work in both areas: human resource development and anti-poverty programs are so closely allied it is difficult to separate them. Because no other state has anything like the Manpower Development Council, there are no guidelines for this new effort and the Council once again finds itself in a unique position. It is hoped that new directions and techniques will be developed, and that they will be eventually of some assistance to other states and to the U. S. Department of Labor and Federal O. E. O.

In the opinion of the director, the Council's prime OJT project is going extremely well. Strong efforts are being made to serve those in rural areas, and also minority group members. The press has been strongly supportive of the Council's efforts with minorities -- Negroes -- as can be noted from the press clippings in section III.

It is now time, however, to "spin off" the line function of the OJT contract -- after having demonstrated its usefulness -- and locate it with a line agency. Below is a copy of legislation to this effect being considered at this writing by the Iowa State Legislature. The Bill has better than moderate chances of passage.

V. DIRECTOR'S EVALUATION (cont.)

If the Bill passes, the Council will then concentrate all of its efforts on coordination and full implementation of the CAMP System, and innovative program development.

March 30, 1967
Passed on File

Senate File 692
By WALSH

Passed Senate, Date_____
Vote: Ayes_____Nays_____

Passed House, Date_____
Vote: Ayes_____ Nays_____

Approved_____

A BILL FOR

An Act to establish a division of job training in the bureau of labor.

Be It Enacted by the General Assembly of the State of Iowa:

Section 1. There is hereby established in the bureau of labor a division of job training.

Sec. 2. The division of job training shall:

1. Develop agreements with public and private employers to provide on-the-job training for underemployed and unemployed persons.

2. Reimburse public and private employers providing training not in conflict with terms and conditions established by the federal agency making such funds available.

3. Select persons for training not in conflict with the bases, terms, and conditions established by the federal agency making such funds available.

Sec. 3. The division may enter into contracts and accept grants for the administration of on-the-job training and related work preparation and training programs.

Sec. 4. The division shall be headed by a director of job training who shall be appointed by the commissioner of the bureau of labor. The director shall be qualified for the position by reason of education, experience, and training including previous administrative experience in on-the-job training programs.